



# Annual Plan 2023

LEAP4Peace  
Consortium

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## List of abbreviations

ABPoC	Actor-Based Pathways of Change
AGIPP	Alliance for Gender Inclusion in the Peace Process
BLTP	Burundi Leadership Training Program
CAM	CEDAW Action Myanmar
CDM	Civil Disobedience Movement
CSO	Civil Society Organization
CRSV	Conflict Related Sexual Violence
EU	European Union
GAPS	Gender Action for Peace and Security UK
GEN	Gender Equality Network Myanmar
GRIPP	Gender Roadmap for Inclusive Political Parties
(I)NGO	(International) Non-Governmental Organization
L&A	Lobby and Advocacy
MACS	Multi-Annual Country Strategy
MFA	Netherlands Ministry of Foreign Affairs
MySoP	Myanmar School of Politics
NAP	National Action Plan
NIMD	Netherlands Institute for Multiparty Democracy
NLD	National League for Democracy (Myanmar)
NUCC	National Unity Consultative Council
NUG	National Unity Government
PEA	Political Economy Analysis
PMEL	Planning, Monitoring, Evaluation and Learning
PoD	Power of Dialogue
SAC	State Administrative Council
SDG	Sustainable Development Goal
SEAH	Sexual Exploitation and Abuse and (sexual) Harassment
ToC	Theory of Change
UN	United Nations
UNSC	United Nations Security Council
UNSCR 1325	United Nations Security Resolution 1325
UNWPF	United Nations World Food Programme
WAC	Women Advocacy Coalition
WPHF	Women's Peace and Humanitarian Fund
WON	Women's Organization Network
WPSA	Women, Peace and Security
WPS-HA	Women Peace and Security – Humanitarian Action Compact



# 1. Introduction

## 1.1 Reading guide

This document presents the annual plan 2023 for the Strategic Partnership between the Women’s Leadership and Participation for Peace (LEAP4Peace) Consortium and the Netherlands Ministry of Foreign Affairs (MFA). The Consortium consists of the Netherlands Institute for Multiparty Democracy (NIMD) including its offices in Colombia and Myanmar, the Burundi Leadership Training Program (BLTP), the Gender Equality Network Myanmar (GEN), and Gender Action for Peace and Security (GAPS) based in the UK.

This annual plan is based on the overall Theory of Change (ToC) that underpins the LEAP4Peace programme, and translates this to the specific national and global contexts. The ultimate aim of LEAP4Peace is to contribute to a conducive environment for women’s full and meaningful inclusion in political and decision-making processes, as a means of sustaining peace in Burundi, Colombia and Myanmar.

The LEAP4Peace programme particularly contributes to Pillar 1 of the Women Peace and Security (WPS) agenda – Participation. This pillar seeks to increase participation of women at all levels of decision-making, including in national, regional, and international institutions; in mechanisms for the prevention, management and resolution of conflict; in peace negotiations; in peace operations, as soldiers, police, and civilians; and as Special Representatives of the U.N. Secretary-General.

The plan is structured as follows. It starts with an analysis of both global and Consortium contexts that builds up on this and last years’ developments. This is followed by a section on challenges and lessons learned along with the updated ToC. Subsequently, this document outlines the country plans which include a reflection on democratic and civic space and how does this relate to the current Women, Peace and Security situation, as well as overall project implications for 2023 and a table outlining the planned interventions per long-term outcome. Finally, the plan states the efforts done in the areas of international lobby and advocacy and then it outlines the global component, carried out by GAPS and NIMD, followed by sections on the LEAP4PeaceSecretariat, learning, partnership with the Ministry and embassies, knowledge and learning and budget notes. The budget itself is presented as Annex 3.



## 2. Overall programme developments

### 2.1 Global context

The second year of the LEAP4Peace programme implementation has taken place under a challenging global context marked by increased decline of democratic and inclusive politics, volatility and conflict. According to Freedom House 2022 Report, as of today, some 38 percent of the global population lives in Not Free countries, the highest proportion since 1997.<sup>1</sup> Civic space's shrinking trend continues and according to CIVICUS Monitor, for LEAP4Peace countries: Burundi's civic space is closed and Colombia and Myanmar's civic space is repressed. The war in Ukraine and the crisis in energy and food prices has only exacerbated the social and economic crisis created by the COVID-19 pandemic. This means that the social and economic situation is worsening in many countries, affecting the livelihoods of populations, where women and girls are often most affected.

The decline in civic space and democracy has led to a backslide on women's rights across the globe. In several countries, violent extremist groups and military actors have taken power by force, revoking previous commitments on gender equality. In many contexts, women have been at the forefront of protests against authoritarian leaders and regimes, as seen in Myanmar's civilian resistance to the military coup and the recent protests in Iran, led by young women activists and peace builders. Women human rights defenders have increasingly been targeted with attacks that silence their advocacy and prevent them from participating in public life. The Secretary General's Report on Women, Peace and Security (S/2022/740) clearly shows how the combination of misogyny and authoritarianism leads to increased violence and discrimination based on sexual orientation and gender. As a result of this, in 2022 the UN Security Council held its first-ever formal meeting focusing on reprisals against women participating in peace and security processes.<sup>2</sup>

With regards to women's political participation in peace and security, progress remains limited. The Secretary General's Report on WPS (S/2022/740) highlights how women's level of representation in elected and decision-making positions is lower in conflict-affected and post-conflict countries than in other countries. For example, women comprise 26 percent of parliamentarians worldwide and 21 percent in conflict-affected countries. Women's participation as negotiators or in the implementation of peace processes remains low as well.<sup>3</sup>

However, despite the current global context, there have also been positive developments in regards to the Women, Peace and Security agenda. Some of these include the liberalization of abortion laws in nearly 50 countries and the improvement and implementation of certain mechanisms to improve women's meaningful participation in peace processes as well as the advancement of national and regional strategies in the WPS context (e.g. WPS-HA Compact one year anniversary including over 180 signatories). It is also important to mention the adoption of National Action Plans (NAPs) on Women, Peace and Security in 103 countries and territories as of August 2022. The adoption of these plans was followed by the development of a feminist foreign policy in nine countries (Canada, Chile, France, Germany, Luxembourg, Mexico, Netherlands, Spain and Sweden).<sup>4</sup>

In 2022 and what we expect for 2023, many countries will still be dealing with COVID-19 pandemic and its social effects. The pandemic fuelled the fragilization of democracy in many regions of the world, and also disproportionately harmed women. While most countries took at least one measure to address violence against women in the pandemic; measures to strengthen women's economic security or support unpaid care made up only 20 per cent of the global social protection

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<sup>1</sup> Freedom House, 2022. Freedom in the world 2022. The Global Expansion of Authoritarian Rule. Link: [https://freedomhouse.org/sites/default/files/2022-02/FIW\\_2022\\_PDF\\_Booklet\\_Digital\\_Final\\_Web.pdf](https://freedomhouse.org/sites/default/files/2022-02/FIW_2022_PDF_Booklet_Digital_Final_Web.pdf)

<sup>2</sup> United Nations Security Council. Women and Peace and Security Report of the Secretary General 2022 (S/2022/740). Link: <https://www.securitycouncilreport.org/atf/cf/%7B65BFCF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/S-2022-740.pdf>

<sup>3</sup> Ibid.

<sup>4</sup> UN Women UN Women. Facts and Figures. Link: <https://www.unwomen.org/en/what-we-do/peace-and-security/facts-and-figures>



and jobs response.<sup>5</sup> Close monitoring of the COVID-19 situation and mitigation measures against any worsening of infection rates, will still need to be considered.

The above-mentioned circumstances confirm the urgency and relevance of LEAP4Peace programme. There is urgent need to continue working towards supporting women's participation, addressing the barriers for their participation and creating a more enabling environment.

## **2.2 Consortium context**

The second year of the LEAP4Peace programme has focused on the consolidation of the partnership and implementation in the three focus countries. The easing of COVID-19 restrictions to travel has allowed the realization of joint events in 2022 and the organisation of the first physical meeting of the Consortium planned for November 2022. This represents important opportunities to consolidate the collaboration around joint agendas for learning and L&A, which will be further strengthened on the annual plan for 2023.

The LEAP4Peace programme is being implemented in a challenging global context (as explained above). Civic space is shrinking, and democratic and inclusive politics are being challenged worldwide. The economic repercussions of the war in Ukraine, with overall high inflation rates, has also affected the LEAP4Peace countries. Mainly in Burundi, the high price of fuel has had impact on the costs of planned activities. Additionally, international community's attention is scattered around the many humanitarian crises and conflicts around the globe, making it challenging to ensure the attention towards WPS situation in the three Consortium countries.

The context in the three countries has also changed with implications to LEAP4Peace implementation. The continuous political upheaval in Myanmar since the coup d'état in 2021 affected the work of the Consortium and the operational set-up of both implementing organizations in Myanmar. In 2022, progress was made towards the re-establishment of implementation considering key programmatic adjustments, changes in target groups, improved safety and security measures and adaptations to the ToC. On the other hand, the elections of a new government in Colombia that is supportive of the implementation of the Peace Agreement represents opportunities for LEAP4Peace work. Finally, the relative stability in Burundi is positive for the implementation of the programme activities, however the level of structural challenges related to women's status and poverty remains very difficult.

To reflect and adapt to the developments in the country programmes and at international level, all Consortium Members have reviewed the current political economic contexts, the learnings and challenges from 2022, the interventions and targets set out for the year. These steps have been the building blocks for this LEAP4Peace 2023 annual plan and budget, and which subsequently informed the updated overall risk analysis and mitigation plans.

Please find below an update of the Consortium Members:

### **NIMD (Secretariat)**

The Secretariat, consisting of NIMD programme, financial and PME staff, works on behalf of and for the Consortium and is responsible for contract management (including PME efforts), providing programmatic guidance, compiling, and reviewing (multi-) annual plans, budgets, and reports. Changes of staff at NIMD Secretariat, mainly the Consortium Coordinator and PME, during the second year of the programme resulted in delays in the coordination and uptake of regular communication among the Consortium Members. From the second half of 2022, the new staff is in place and efforts have been made to build relationships with all consortium Members. Flexible and adaptative programme management continue to be key and necessary approaches applied in LEAP4Peace, without losing sight of the programme impact and objectives. In 2023, additional efforts will be put in place to further strengthen the collaboration among

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<sup>5</sup> UN Women. Government responses to COVID-19. Link: [https://www.unwomen.org/sites/default/files/2022-06/Government-responses-to-COVID-19-Lessons-on-gender-equality-for-a-world-in-turmoil-en\\_0.pdf](https://www.unwomen.org/sites/default/files/2022-06/Government-responses-to-COVID-19-Lessons-on-gender-equality-for-a-world-in-turmoil-en_0.pdf)



consortium Members and joint efforts in learning and L&A.

## GAPS

GAPS continues its focus and support to the Consortium overall on the monitoring of the international landscape and the development of international L&A opportunities for the consortium and its Members, contributing to pathway 4 of the ToC. However, it remains challenging for GAPS to engage regularly with the different Consortium Members and ensure the link between in-country and international work. Despite the challenges, it has been able to support for example NIMD Colombia from a distance with the development of L&A tools. Also, partners were invited to any relevant online events around WPS organised by GAPS.

## BLTP

Recent political openings and more normalised relations with the international community has positively contributed to the political environment in Burundi. This has allowed BLTP also more operating space, and BLTP has been able to establish key relations with relevant political actors, like the Ministry of Interior and political parties' leadership, to support the implementation of the programme. The relative stability in the political landscape of Burundi will allow BLTP to continue to work on all four pathways.

## NIMD Colombia

The 2022 presidential elections in Colombia gave the victory to Gustavo Petro and Francia Marquez from the Pacto Histórico (political left-wing coalition of left-wing political parties, unions and social organisations). The Pacto Histórico and the elected President have expressed their commitment to the implementation of the Peace Agreement, the advancement of parity, the creation of the Ministry of Equality, among other commitments. These changes represent a window of opportunity for NIMD Colombia for the development of its interventions. Additionally, the local elections in 2023 represent an opportunity to engage with the political leaders interested in running. NIMD Colombia will continue its work on violence against women in politics and is positioned to accompany the Peace Commission of the Congress, acting as technical secretary. Therefore, NIMD Colombia will continue to work on all 4 pathways.

## GEN and NIMD Myanmar

The context in Myanmar remains challenging since the coup of 2021. The situation in the country remains unpredictable and civil society is under scrutiny and pressure. GEN's Executive Director and key staff have had to relocate and GEN's network has been affected and women's leadership and organizations have had to go underground. NIMD office has also closed in Myanmar, and new operations have been established from Thailand. During this year, both GEN and NIMD Myanmar have invested efforts and progressed on re-organising their operations and re-strategizing on their role and the work under LEAP4Peace programme to continue supporting the emerging democratic processes and women's leadership and participation. In 2022, some key activities like training and network building were implemented. GEN's director based in the US has been active in raising awareness from the international community about the situation of women in Myanmar. In September 2022, both organisations reviewed the political economy context, progress, learnings and challenges of implementation, the ToC and the partnership, as preparation for the annual plan 2023.

## 2.3 Challenges & lessons learned

As mentioned, 2022 has been a challenging year due to the changes of staff, which has affected the flow in coordination and collaboration. However, it has led to important learnings and opportunities for improvement. The continued crisis in Myanmar has also required a continuous monitoring of the situation and a revision of the implementation strategies and objectives for Myanmar.



## Key challenges and lessons

- 1) *Collaboration and coordination*: The changes in staff at the secretariat of the Consortium slowed down the momentum for regular interaction. With the arrival of the new coordinator in July 2022, renewed efforts to engage with all Consortium Members and enhance the collaboration took place. Bilateral introduction meetings with all Consortium Members and the coordinator were done, providing an opportunity for all Members to express their reflections on the partnership and their needs to improve the collaboration. In response, the secretariat organized: steering committee meetings, an exchange and learning online workshop in collaboration with GAPS to explore opportunities for alignment in L&A, and the first physical meeting is planned. During the physical meeting in November 2022, it is expected to further consolidate the partnership and identify concrete opportunities and moments for joint learning to be implemented in 2023.
- 2) *Mutual capacity strengthening*: In 2022, capacity strengthening support has been done mainly at individual level and in response to specific requests by the Consortium Members on key issues related to the Project Management System, PME, finance, etc. (Institutional Strengthening). After two years of working together, all Consortium Members are knowledgeable of the systems in place. The main challenge now is to move beyond this top-down technical assistance approach and invest in ways where the different knowledge and expertise from all Consortium Members can be shared. This means ensuring that there are concrete ways to practice mutual capacity strengthening, and that this is locally owned and led. In 2023, there are opportunities to advance these processes by strengthening the collaboration among the partners and investing in the implementation of the learning and knowledge agendas.
- 3) *Adaptive programming*: Contributing to the creation of a conducive environment to enable women to participate in decision-making processes comes with obstacles that go well beyond programme implementation at times. The structural barriers faced by women represent big obstacles to women's leadership and political participation, so each Consortium Member has found new ways of adapting and looking for opportunities amid conflict. The close monitoring of the changes in context throughout the implementation has allowed the different Consortium Members to strategize their interventions to ensure maximum impact and change can be achieved.

## Risk management

The LEAP4Peace Consortium continues to adopt the previously designed risk management system. The risks are still considered within the four previous categories:

- Contextual risks
- Programme risks
- Risks related to implementing organisations
- Risks related to technology and data

Each Consortium Member has made an inventory of potential risks related to these four areas that might jeopardise their programme ambitions in 2023, including an assessment of their potential likelihood and impact. Each Member has also identified strategies and activities in their sphere of influence to mitigate those potential risks, and they already proved to be useful in programme adaptation and risk mitigation in the face of the 2022 events that took place. The attached risk assessment (Annex 1) is a summary of the main potential risks for the LEAP4Peace Consortium and programme as a whole. During Steering Committee meetings, the risks and mitigation strategies are discussed and revised if needed.

## 2.4 Theory of Change

Considering the global, national and partnership contexts, empowering women leaders to participate in peacebuilding and political processes at the national and local level remains crucial and more relevant than ever.

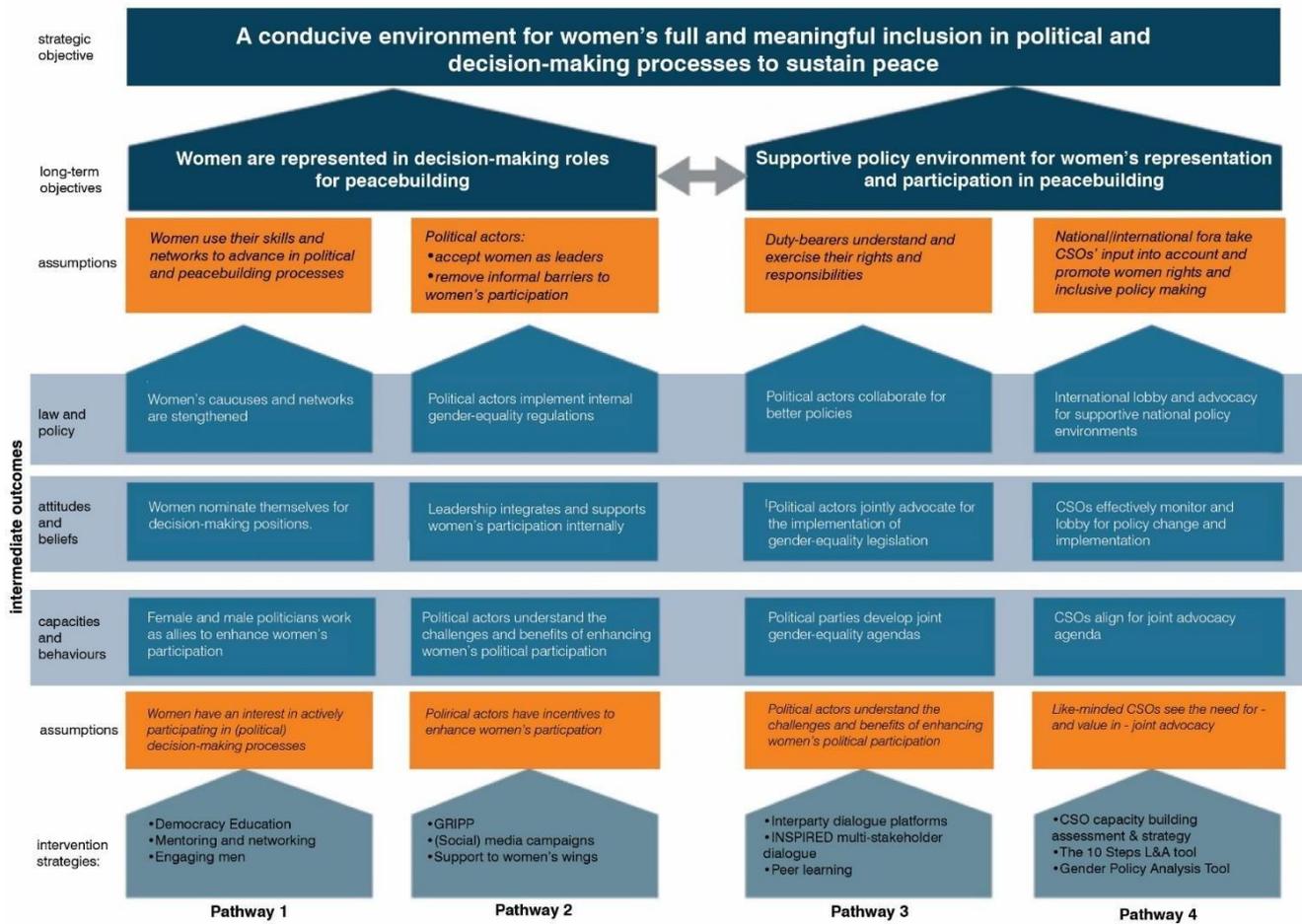
Although 2022 proved to be eventful, the validity of the overall programme ToC is deemed to hold. All Consortium



Members, except for Myanmar, continue to work on their initially selected pathways from the LEAP4Peace ToC.

In September 2022, both GEN and NIMD Myanmar reviewed the specific ToC for Myanmar after reviewing the political economy context and the learnings from 2021 and 2022. It was decided that in Myanmar, the programme will only focus on pathways 1 and 4. This revision takes into account the current context, where is no longer possible to work directly with political parties and/or governing institutions (making pathway 2 and 3 difficult to implement).

Below the overall ToC of LEAP4Peace is presented:



## 3. Myanmar

### 3.1 Country context

After more than a year of the coup on 1st February 2021, when the democratically elected members of Myanmar's parliament were deposed by the Tatmadaw – Myanmar's military, human rights violations are still being reported in Myanmar. Due to massive resistance by the population, the Tatmadaw has since been unable to establish full control over the country. Moreover, it has lost territorial control in large parts of the border areas with resistance from ethnic armed groups. As of September 2022, the emergency rule was extended for the second time and the SAC roadmap's elections are projected to be underway in August of 2023. Political parties are facing mounting pressure to participate in these by SAC, and at the same are also being urged by the NUG and the public to abstain from the elections. Additionally, space for political parties to interact with international organizations has also been restricted with the latest announcement by the SAC's UEC that bars parties from interacting with international NGOs or institutions without prior consent.

The military coup does not just signal a backsliding of women's rights; it is also an immediate and direct threat to the safety and security of women in Myanmar. Gender-based violence has been a tactic of the military's operations for decades, and there have been widespread reports of sexual assault, rape and killing of women throughout ethnic minority communities by the Tatmadaw. Despite the risks, women and women's organizations have been highly engaged and are at the forefront of the pro-democracy movement. According to one estimate, women, both young and old, make up about 60 % of front-line protesters.

Emerging democratic peace processes may be on the horizon. Elected members of the NLD and members of several other ethnic political parties who were able to escape persecution formed the Committee Representing the National Parliament (CRPH). Moreover, a National Unity Government (NUG) was established based on an interim Federal Democracy Charter. The NUG has also established the National Unity Consultative Council (NUCC) made up of a coalition of lawmakers, ethnic revolutionary groups, political parties, civil society organizations, students' groups, unions and strike committees that are intended to serve as a consultative body and provide a check on the NUG.

### 3.2 NIMD Myanmar Programme 2023

Considering the volatile and challenging situation on the ground, NIMD Myanmar and GEN reviewed the ToC and intervention strategies. NIMD Myanmar will focus on pathway 1 (women's skills and networks) and GEN will focus on pathway 1 (women's skills and networks) and pathway 4 (international advocacy).

In 2023, NIMD Myanmar will provide democracy education and skills trainings to women peace ambassadors and leaders. Gender PEA will be conducted early in 2023 to inform the implementation and ensure understanding of the needs and priorities of women leaders in Shan State. Activities will take place in combination of online and physical workshops (in Thailand) and all security measures will be in place to ensure the safety of the participants. The democracy education and skills training will support women peace ambassadors to build a support network and be able to aggregate and voice community's interests in the emerging democratic peace-making processes; therefore they will be empowered to fulfil their potential to be leaders in Myanmar's emerging democratic peace processes.

Under pathway 1, GEN will organise knowledge sharing forums for women peace ambassadors, capacity building trainings (online and offline), networking meetings and will provide 2 small sub-grants to local women peace-builders to implement local initiatives that support peace in Myanmar. Under pathway 2, GEN will continue to work through/with the Women Advocacy Coalition (funded by GEN to conduct advocacy in and out of Myanmar). GEN will organise and participate in advocacy meetings with UN agencies, international organisations, foreign governments and with the NUG and NUCC.



Detailed NIMD Myanmar 2023 planning:

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1: Women's positions are represented and included in decision-making on the democratic peace-making processes in Myanmar.</b>						
Peace ambassadors collaborate to jointly identify challenges and priorities for women's meaningful participation in emerging democratic peace-making	Updated Gender PEA and identification of women peace ambassadors	Updated Gender PEA/ Situational analysis on emerging peace process in Myanmar and identification of women peace ambassadors	X			
	Reference Material	Creation of reference material for women peace ambassador network on relevant topics identified in dialogue events or through needs assessments; this will contribute to the global learning agenda. (to be disseminated online)			X	
	Targeted Democracy Education/ Skills Trainings	1 targeted in-person Democracy Education training for new batch of 15 participants and 1 online dialogue facilitation skill trainings for alumni of democracy education training. Each training will be 5 days each.	X	X		
Network of peace ambassadors are established and functional.	Recurring dialogue meetings and mentorship	Recurring monthly dialogue meetings for 25 participants who have undergone democracy education and dialogue facilitation skills training. Occurs 3 times in Q2, Q3, and Q4. 1 meeting in-person, 8 meetings online		X	X	X

Detailed GEN 2023 planning:

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1: Women's positions are represented and included in decision-making on the democratic peace-making processes in Myanmar</b>						
Network of peacebuilders are established and functional	Identification of and networking with women peacebuilders	Local women peacebuilders who are active in the informal peace processes will be identified. GEN will create a space for the women peacebuilders to discuss or coordinate WPS issues happening at their local level through organizing networking meetings with them.	X	X	X	X
Network of peacebuilders are established and functional	Participation of peacebuilders in Knowledge Sharing Forum	Knowledge Sharing Forum that will happen in the first six months of the year 2023. Women peacebuilders will learn, adapt and apply different survival techniques, and locally developed coping strategies and tactics.	X	X		
Peacebuilders collaborate to jointly identify challenges and priorities for women's meaningful participation in democratic peace-making process.	Capacity building of potential women peace ambassadors	Training of women peacebuilders mainly on WPS, CEDAW, conflict resolution and dialogue (either online or in person). Topics of the training will be vary according to their needs in respective areas.	X	X	X	X
	Supporting local initiatives implemented by women peacebuilders	Provide financial support to at least two local initiatives in Kachin and Shan states of Myanmar, selected based on proposals. GEN will help them to develop and rollout their activities. The initiatives may include organizing meetings, trainings workshops related to WPS, advocacy activities or supporting women leaders or women human rights defenders (WHRD).			X	X
<b>Long-term Outcome 2</b>						
CSOs working for Gender Equality and Women Rights to collaborate on a joint advocacy agenda on gender sensitive policies, procedures and practices in the democratic peace-making processes	Engage and organize CSOs to work collectively for advocacy	Organise meetings/discussions with CSOs working for Gender Equality and Women Rights in Myanmar to develop collective advocacy messages.	X	X	X	X
	International L&A activities to	GEN and other women-led CSOs approach and engage with international actors (such as UN agencies, International Organizations, and Foreign governments) to get their attention.	X	X	X	X



## 4. Colombia

### 4.1. Country context

In Colombia, during March 2022, eleven months after the social outbreak of 2021, the elections for Congress were held. A total of 45.8% of citizens eligible to exercise their right to vote went to the polls. Despite the high level of abstention, the voting in the last legislative elections was the second highest for this corporation. Although the massive social mobilizations of 2021 did not translate into a greater number of voters, they did have an impact on the conformation of the new Congress. As a result of the elections, the majority party, both in the House and Senate, was the Pacto Histórico, an organization that groups parties, unions and left-wing civil society organizations. In this context, Gustavo Petro and Francia Márquez from the Pacto Histórico won presidency and vice-presidency and arrive to power with a Congress mostly in their favour.

Regarding the political participation of women, 86 congresswomen (29.2%) were elected to Congress: 32 for the Senate and 54 for the House of Representatives. This is the highest percentage registered to date. And for the first time a black woman, social and environmental leader is elected vice-president and a Palenquera<sup>6</sup> woman is elected to the House of Representatives. Although these results are positive, there is still a gap of more than 20% to achieve parity in Congress. Also, for the first time, under the principle of parity, voting for the Special Transitory Peace Circumscriptions (Circunscripciones Transitorias Especiales de Paz - CITREP) took place; however, women candidates for this constituency experienced few guarantees in terms of resources and security. As a result, only 3 of the 12 seats are occupied by women.

In general terms, women continue to experience economic (campaign financing), cultural (gender stereotypes and violence against women in politics) and institutional (gender-unfriendly electoral architecture) obstacles. This hinders women's effective participation in the spaces of power and political decision-making and peace-building.

Women's and feminist organisations have been actively engaging with the new government. As a result of the coordinated action during the transition and the willingness of the new government, several key commitments have been made, such as: the commitment to parity, the creation of the Ministry of Equality, the creation of a national system of care and the commitment to develop a NAP for the implementation of UNSCR 1325. In addition to that, with the new government, there is a new will to implement the Final Peace Agreement and open negotiations with other armed groups (referred by the government as Total Peace). In this process, women are also asking to be included as fundamental actors for the construction of a better country.

### 4.1 Programme 2023

In 2023, NIMD Colombia will continue to contribute to the effective representation of all political and social groups in order to help strengthen democracy in the country. In 2023, the local elections will take place, and NIMD has prioritized to deploy the Democracy School in different departments of the country, to strengthen the capacities of youth and women leaders interested in running. Additionally, aware of the need to go a step beyond training and contribute to the promotion of diverse and emerging candidacies, NIMD Colombia plans to participate in a new version of Occupy Politics, a candidacies incubator, from which women's candidacies for the 2023 local elections will be supported and made visible. (Pathway 1)

Due to the coming local elections, implementing the GRIPP is not strategic. Therefore, NIMD Colombia will prioritise the work with Legal Commissions for Women's Equity in the prioritised municipal councils of the departments of Cesar,

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<sup>6</sup> The Palenquera community is made up of the descendants of the enslaved people who, through acts of resistance and freedom, took refuge in the territories of the North Coast of Colombia since the 15th century, known as Palenques.



Cordoba and La Guajira.

Furthermore, NIMD Colombia will maintain and strengthen the work with the Presidential Advisory Office for Women's Equity, mainly around consolidating the Observatory of Violence against Women in Politics. A space that has been positioned as a key reference for the analysis and prevention of such violence in the country. To give continuity to the multiparty dialogue spaces, alliances with the Ministry of the Interior and the District Secretariat for Women of Bogota will be strengthened. The main efforts will focus on carrying out a joint strategy between women candidates in the territories prioritized by the NIMD SDs and women's civil society organizations, with the purpose of outlining agendas for women, gender and peace that will have an impact on political decision-making through our Territorial Dialogue Initiatives.

Finally, the upcoming change of government is an opportunity to evaluate the progress in the fulfilment and implementation of Resolution 1325 in Colombia, in the face of the demands of women's organizations and International Cooperation. Hence, NIMD Colombia will move forward in strengthening women's social organizations at the territorial level with the purpose of enhancing their advocacy capacities in this particular issue and in the women, peace and security agenda in the country.

Detailed 2023 planning:

Intermediate Result	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term result 1</b>						
1.1	Mentoring and Networking program	Programme for the promotion of women candidates for local elections in 2023 (councils, assemblies, mayors and local administrative boards).			x	
1.2	Gender Equality Training	Gender equality trainings for political parties and elected women at the local and regional levels	x	x	x	x
1.3	Democracy School	Training schools for political leaders intending to run for local elections in 2023.		x		
2.1	Technical assistance for subnational elected bodies	Technical assistance to municipal councils in Cesar, Córdoba and La Guajira to develop and implement gender equity measures and/or scenarios (Legal Commissions for Women's Equity).				
2.2			x	x	x	x
2.3			x	x	x	x
<b>Long-term result 2</b>						
3.1	Interparty Dialogue Meetings	Multiparty dialogue roundtables at the local, national and regional levels for the mobilization of gender equity agendas	x	x	x	x
3.2						
3.3						
3.2	Political actors develop joint gender-equality agenda	Promoting the Peace Commission of the Congress of the Republic	x	x	x	x
3.3	Political actors jointly advocate for the implementation of gender-equality agenda	Promoting the Peace Commission of the Congress of the Republic	x	x	x	x
3.2	Political actors develop joint gender-equality agenda	Mini Public - national dialogue and innovation initiative for advocacy on the National Development Plan / Political Reform with a gender focus	x			
4.1	Lobby and Advocacy	Mobilization of gender equity agendas by women's social organizations (Territorial Dialogue Initiative for Women's Participation in Peace).			x	x
4.2	Multiactor dialogue meetings	Safe Spaces for dialogue between civic and political actors (Territorial Dialogue Initiative for Women's Participation in Peace)			x	x
	Research and studies	Study of Violence against Women in Politics within the framework of the Gender Equity Public Policy		x	x	
4.3	Trainings on L&A for women CSOs	Strengthening L&A capacities for women's social organizations			x	x



## 5. Burundi

### 5.1 Country context

Burundi's context remains relative stable. From a political point of view, there is gradual improvement and opening in the political space. BLTP has been able to establish relations with the Ministry of Interior and the Political Parties. The year 2022 was marked by 3 key events: The elections of the members of the Women's Forum at all levels: national, provincial and hill levels. The dismissal of the former Prime Minister by the two chambers of the Burundian Parliament and the appointment of the new Prime Minister, General Gervais Ndirakobuca. And, the election to set up a new institution of hill notables to replace the Ubushingantahe Institution, which is expected to improve justice at the grassroots level.

In terms of women's political participation, there is a positive change at the Ministry of the Interior, Community Development and Public Security, which is responsible for managing political parties. For the first time a woman has been appointed in the post of Permanent Secretary. This is an opportunity for the BLTP and the women of the political parties to advance lobbying for women's political participation. There is continuity in the respect of the 30% quota established for women in the 2005 Constitution, since the 2020 elections. However, women continue to face important challenges for their meaningful participation in decision-making and politics: gender stereotypes and restrictive social norms that affect the value and status of women; poverty and lack of access and control of financial resources; lack of political will and support for gender equality among people in power and key institutions.

Socio-economically, Burundi remains ranked among the poorest countries in the world. Government initiatives such as the Women's Investment and Development Bank (WIDB) and the Youth Investment Bank (YIB) are not decentralised to cover the needs of all women in its diversity. Women are trapped in a vicious cycle of patriarchy, discrimination, lack of access to opportunities like education and economic activities, and therefore remain excluded from participating in decision-making processes and positions. Therefore the need to raise awareness that in order for women to participate in politics there is need to ensure the transformation of gender norms and that women have access and control over financial means to engage in politics.

The geopolitical and instable conflict situation in Burundi's neighbouring countries, mainly DRC and Rwanda, is a source of insecurity for the region. This situation affects small-scale trade between the borders, which is mainly carried out by women. Therefore, affecting women's livelihoods and well-being.

### 5.2 Programme 2023

During the year 2023, BLTP interventions will continue with implementation of activities under LTO1 (women are represented in decision-making roles for peacebuilding) and LTO2 (Supportive policy environment for women's representation and participation in peacebuilding). Under LTO1, BLTP will prioritise activities under pathway 2, which focuses on political actors to support women's leadership.

BLTP will focus in the development and implementation of and advocacy strategy that will aim to change and improve: the place reserved to women in the political parties' regulations; women's poverty; and women's inferior social status. Interventions will be conducted primarily at the national level, involving major civil society organisations, political parties and various key stakeholders.

Similarly, in the course of 2023, BLTP will work much more on intermediate result 3, namely, supporting political parties to adopt policies that promote the participation of women in decision-making bodies. The focus will be on political parties to revise the texts that govern them by integrating amendments related to the place to be given to women in the bodies and by being clear on how to align each other at the time of elections.

Detailed planning 2023:



Intermediate result	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term result 1: Women politicians effectively influence the community, political leadership and Burundian authorities to achieve quantitative and qualitative representation in national, provincial and communal decision-making bodies</b>						
1.1. Women are aware of the risk of not exercising their political rights	Support regular provincial meetings around empowerment activities	Organize follow-up meetings on VSLA activities every four months.		X	X	X
		Training on the NAWENUZE approach to VSLA management	X			
		Support new initiatives of multi-stakeholder women's groups in 5 new communes		X		
1.2. Women are able to implement advocacy strategies	Produce advocacy tools	Draft an advocacy strategy guide taking into account the 3 identified issues and translate it into Kirundi				
1.3. Women are well represented in political decision-making processes	Exchange between political party leaders and the Ministry of the Interior	Workshop of Analysis of the place reserved to women in the texts of law governing political parties, the Permanent Forum of Political Parties, key Ministries and CSOs	X			
1.4. Women politicians use the media to inform, educate and communicate their civil and political rights in general and their right to political participation in particular	Support women to engage in media	Organise national debates on the 3 main challenges identified as priority for advocacy and proposal of solutions		X	X	X
		Support women in developing public awareness messages to be used during national events related to women's rights (IWD, 16 days)	X		X	X
		Contract a medium to monitor the process and document the incremental effects of project implementation	X	X	X	X
1.5. Women politicians influence political and government decision-makers	National workshop with women politicians, CSOs, parliamentarians.	National workshop to evaluate the progress of advocacy process				X
<b>Résultat à long terme 2 : Les acteurs politiques et gouvernementaux burundais appliquent des politiques et des pratiques pour permettre aux femmes d'accéder aux postes de décision</b>						
2.3. Political parties adopt policies that promote women's participation in decision-making bodies.	Internal meetings within each party to analyse the situation	Organise 10 internal political party meetings of two days each for 10 participants to analyse the party's regulatory texts.	X			
		Support the organisation of semi-annual monitoring meetings by internal experts.		X		X
2.4. Stronger and broader alliances are established between CSOs including churches and women's political structures/organisations.		Organisation of a meeting session between the women of the political parties and CSOs on the advocacy plan		X		
		Organisation of two biannual meetings with 10 women members of leagues to evaluate the progress made in each party.		X		X
		Organisation in Bujumbura of semi-annual follow-up meetings the progressive implementation of the advocacy action plan by the 6 members of the advocacy committee.				

## 6. International Lobby & Advocacy

### 6.1 Context for L&A

The year 2022 was marked by increased conflict, military coups and war. With the situation in Ukraine, Ethiopia and Myanmar, to name a few examples – Conflict Related Sexual Violence (CRSV) has dominated the WPS discussions. For 2022 the UK will be the penholder on WPS and on Myanmar at the UNSC. The UK government has an approach to WPS



which focuses mainly on CRSV. Considering this, it is really important that we work with the international community-Governments - to advocate that importance of Women's Participation in addressing CRSV and to ensure that it is not siloed from the other key pillars of UNSCR 1325.

The 2022 secretary – General's Report on Women, Peace and Security (S/2022/740), follows up on the WPS directives to the United Nations and the five goals for the decade that were laid out in 2019 and 2020 reports. The report made findings that Women in peace processes in 2021, represented 19% of conflict parties delegation in UN supported peace processes – down from 23% in 2020- and marked exclusion/under - representation in processes not led by the UN. That women contributed as lead mediators in 2/5 active UN led/co-led processes and accounted for 43% of the staff on UN mediation support teams. Furthermore, in 2021, 32% of peace agreements (8 out of 25) included gender provisions, which is barely above the average over the last two decades. The Group of Friends on WPS, which consists of 65 member states, has called for UN – supported peace processes to require and ensure women's full , equal and meaningful participation. The ask has been that the UN system, Member states and regional organisations must use all available tools to achieve this goal, from incentives to targets and quotas, inclusive selection measures, independent delegations, and other alternative. Where delegations exclude women entirely or relegate them to informal or advisory roles, UN mediation teams, Special Envoys and Special Representatives should insist on women's direct and formal participation and take specific steps to facilitate their meaningful participation and influence over the outcome of any process. another alternative.

The recent launch of the Women, Peace and Security-Humanitarian Action Compact , Monitoring Framework which links to existing mechanism and frameworks, which facilitates reporting and prevents duplication will allow for the measuring of the full, equal and meaningful participation of women in all ceasefire and peace agreements. The framework has over 180 signatories who will be able to report against the indicators. The Compact Secretariat will begin to train signatories on the self-reporting portal towards the end of 2022 and the beginning of 2023. It is anticipated that reporting will be done by signatories between January-March 2023. Currently, the Compact Secretariat is anticipating the first Compact accountability report to be ready in September 2023 with a full launch in October 2023

The launch of the report will be key to having quantitative and qualitative data around the progress of women's participation which can be a key moment for the LEAP4Peace consortium to use as an advocacy opportunity about the work that is being done, or a release of the 2023 report. Given that this will be released in the WPS month – it would be key to utilise these moments and launches to highlight the case studies from the contexts where the L4P partners work.

Finally, CSW 2023 could be a key opportunity to think about coming together with other civil society networks and sharing and exchanging knowledge and lessons learned with others. While there is a specific priority and review theme, it could be an opportunity to bring together the CSW community and the WPS community as often all of these instruments are tools for the end goal of gender equality and women's full participation. It could allow for a connection with other WROs, CSOs within the same context to network and movement build as CSW is one of the larger attending events. The consortium could send a delegation to CSW, with meetings being facilitated with key donors and member states to highlight the work that is being done but also to give access and space to decision makers.

## **6.2. GAPS Programme 2023**

GAPS has sought opportunities to feed into the UK's Women, Peace and Security policy as the new National Action Plan on Women, Peace and Security is under development with an expected publication in November 2022. This has meant that GAPS and civil society as a whole has been consulted on the content of the new NAP and has had the opportunity to make recommendations and reflect on the previous NAP. GAPS is also aiming to be more strategic and adaptable with their activities in order to respond to some contextual changes, the activities in 2023 will also continue to build on existing work and on the focus topic of women's participation in peace processes. GAPS will continue to work on Long-term Objective 2 which is to achieve a supportive policy environment for women's rights and political participation in peacebuilding. The long-term outcomes and intermediate outcomes within this will remain the same and they are not



affected by the contextual changes, programme achievements and challenges.

Based on the contextual changes, there are opportunities to influence the UK Women, Peace and Security space on women’s political participation in peace processes but learning from previous years, this national work will likely be integrated into GAPS’s core streams of work rather than as standalone activities within the LEAP4Peace project. The 2023 activities will be focused an international level as this was the intended role of GAPS within the Consortium and has been the main missed opportunity or challenge for influencing.

The activities in 2023 will be based on the knowledge agenda and will focus on how to increase advocacy capacity and lobbying skills in CSOs, including but not exclusively LEAP4Peace Consortium members and to influence global actors with the advocacy products created through the project.

Detailed GAPS 2023 planning:

Intermediate Outcome	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 1</b>						
<b>Long-term Outcome 2</b>						
	Continued dissemination of Pillars for Peace report & report summary	Event held at CSW67 in March 2023, to further disseminate the Year 1 global knowledge product (Pillars for Peace) and the report summary created in Year 2. Side panel event, in person, working with LEAP4Peace Consortium partners to showcase their work.	X	X		
	CSSF learning event	GAPS will coordinate and hold an event for the FCDO Women, Peace and Security team, inviting other relevant stakeholders including the UK Conflict, Security and Stability Fund team, at an internal learning event, which will further disseminate the Year 1 report and Year 2 report summary and raise awareness of the project and the work undertaken by the LEAP4Peace Consortium.		X	X	
	Global knowledge product	Report written by GAPS, with contributions and input from NIMD and other LEAP4Peace Consortium members on the topic and content. Plans to launch this paper at CSW68 in March 2024.		X	X	X
	Podcast	Planning, scoping and initial recordings will have occurred by the end of 2022, with possible release of first episodes in 2022. Continued planning, scoping, recording and release will happen in 2023, in alignment with concept note. The podcast will be published on a monthly basis.	X	X	X	X
	Planning for international conference	As per the plans in the initial programme proposal (page 80), the LEAP4Peace Consortium will be holding an international conference in Year 4 or 5 of the programme.				X
	No-cost intervention	Staff costs (GAPS): PMEL, consortium building, visibility LEAP4Peace, networking	X	X	X	X

### 6.3. NIMD Programme 2022

In 2023 NIMD will invest in refining the Consortium's international L&A strategy and supporting the connection with country-level advocacy, in order to ensure that relevant international processes and resolutions can support the in-country advocacy and that in-country grassroots and women's voices can be heard and contribute to the international WPS agenda.

NIMD The Hague will continue to play a key role in facilitating women's access to regional and global platforms to ensure their voices are raised among global decision makers. Coordination, technical and financial support will be provided to participate as Consortium at key international events such as CSW and WPS Week. Additionally, NIMD will ensure follow-up and participate in key events related to women, peace and security in the Netherlands (as signatory of the NAP) and Europe. NIMD will also intensify its efforts to build relations and collaboration with like-minded organisations and



networks active in the WPS sector.

NIMD will continue to invest in the generation of knowledge and evidence to make the case for women's meaningful participation in all decision-making, peace-building and political processes. This will be done through the dissemination of Pillars of Peace, key messages and stories from countries during key international days. To ensure that lobby and advocacy efforts are informed by the evidence from the country-level, NIMD will support the development of a new global knowledge product in 2023. This will be done jointly with GAPS and all Consortium Members will be engaged to ensure that it is locally owned and locally led.

Finally, NIMD The Hague will continue to invest in the improvement, generation and mainstreaming of gender equality and inclusion approaches and knowledge within its work in LEAP4Peace countries and overall NIMD network.

- Document experiences on roll out of Gender Roadmap for Inclusive Political Parties (GRIPP) (methodology used under pathway 2: creating space for women's participation)
- Partner meeting for peer learning and knowledge exchange (pathway 3: collaboration for better policies)
- Development of knowledge product on one of the prioritised themes (GRIPP, women peacemakers at local level, male involvement, women working together, UNSCR 1325, good practices by decision makers, violence against women in politics). We will take a participatory approach to ensure the application of key consortium principles: joint-decision making, local ownership and mutual learning.
- Mainstreaming of gender equality approach (gender transformative and gender based violence against women in politics) throughout NIMD's way of working (includes gender sensitising of Democracy Schools) (pathway 1: women's empowerment and leadership)
- Operationalisation of knowledge and learning agenda by developing key case studies and stories around the knowledge topics and learning questions.

NIMD planned interventions:

Pathway	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 2:</b>						
4.1	Networking and influencing (positioning)	- Disseminate and update global knowledge product to key actors such as EU, donors and via a global event - Organize or participate in relevant events in the Netherlands or abroad - Review advocacy strategy		X	X	
4.2	Learning to contribute to LEAP4Peace learning topics	- Implement knowledge and learning trajectory (see questions in chapter 7) - Partner meeting for peer learning - Collecting cases studies and stories that contribute to increasing evidence (linked to L&A and knowledge and learning agenda) - Organize 2 learning sessions for NIMD network and partners on gender equality and inclusion approach (topics linked to knowledge agenda) - Gender sensitize Democracy School modules	X	X	X	X
4.3	Communication & visibility of LEAP4Peace results and consortium	- Update LEAP4Peace website - Development, translation and design of (visual) materials from LEAP4Peace partners for positioning and visibility moments - Communications on key moments such as International Women's Day, International Peace Day and 16 Days Activism Against Violence Against Women	X	X	X	X
4.4	No-cost interventions (staff time)	- Revision and reflection on rolling out GRIP (Colombia) - Reporting NAP 1325 and WPS-HA contributions - Programme & Knowledge Advisors dedicate their time to: visibility, accountability, alliance building,	X	X	X	X

## 7. Consortium



## 7.1 Secretariat

The Secretariat is responsible for contract management (including PME efforts), providing programmatic guidance and compiling and reviewing (multi-) annual plans, budgets and reports. In 2023, the Secretariat will prioritise to facilitate the coordination and collaboration among Consortium members and the operationalisation of the learning and knowledge agendas identified. The Mid-Term Review (MTR) is planned to take place in early 2023 and it will be coordinated by the Secretariat with the input and participation of the different Consortium Members, to ensure that it responds to their needs and that is responsive to gender equality and feminist principles. The TOR represents a key moment for reflection and mutual learning on the progress and way of working of LEAP4Peace.

### Sexual exploitation and abuse, and sexual harassment (SEAH)

As part of our commitment towards creating and maintaining a working environment that respects the inherent dignity of all staff and that is free from any kind of harassment, sexual harassment, abuse or discrimination. In 2023 efforts will be made to increase awareness on SEAH among NIMD network, including Consortium Members.

#### Detailed 2023 planning:

Path way	Intervention	Description	Quarter			
			1	2	3	4
<b>Long-term Outcome 2:</b>						
All	Consortium coordination meetings	- Programme management meetings on operational tasks and plans - Improve consortium communication and knowledge sharing via different platforms - Quarterly Steering Committee meetings - Updating operational guidance note of the Consortium	X	X	X	x
All	Consortium capacity building	- Secretariat members to provide hands on support and technical advice to Consortium Members - Online support and coaching in finance & project connect matters and communication	X	X	X	X
All	Donor coordination & partnership building	- Regular contacts with DSO on the progress and challenges of the programme and consortium - Implementation of the partnership agreement between DSO – NIMD		X		X
All	Leading the annual planning & reporting cycle processes	- Timely development of the annual reporting process - Timely development of annual planning process		X	X	X
All	Strengthening ToC thinking and monitoring	- Provide PME support in the processes of Outcome Harvesting, mid-term reporting and perform quality technical checks - Consolidate IATI reporting, including contribution to WRGE framework - Coordinate Mid-Term Review - Organise reflection sessions on annual plan and annual reporting	X	X	X	X
All	Support staff contributions	- Support with IT, travel and contractual arrangements - Coaching in the use of Project Connect & optimizing PC - Ensuring Integrity and SEAH is on the radar and agenda of the Consortium via adoption of SEAH policy per Consortium member	X	X	X	X

## 7.2 Partnership with the Ministry and Embassies

The Secretariat and the Consortium Members value a good and open relation with the MFA in The Hague by meeting regularly on the progress of the programme as well as on operational challenges or risks should they arise from the context or from within the Consortium. In 2023, the Secretariat will further invest in the partnership with the Ministry via regular consultations, invite the Ministry to participate in events and the sharing of knowledge products amongst others.



In the countries, all Consortium Members will continue to reach out to the relevant Dutch Embassies at least once a year discuss the progress or setbacks with regards to the objectives of the country programme, developments in the context that have a positive or negative impact on the objectives of the programme and opportunities for joint efforts. Where relevant and when possible, staff from the embassy will be invited to learning or knowledge events or other (visibility) activities. Additionally, when possible and relevant the Secretariat will ensure that information from the Ministry about the learning opportunities are shared with the Consortium Members as well.

### **7.3 Knowledge & Learning**

The Knowledge & Learning agenda is an essential dimension of the LEAP4Peace programme, and helps to understand the barriers to women's participation in peace processes, and the ways to overcome these barriers. LEAP4Peace is implemented in very different country contexts and there is added-value in cross-learning and exchange between the different partners, to contribute to the generation of awareness, evidence and calls to action to prioritise and support women's political participation for the implementation of resolution 1325.

In the previous years of the programme, 7 key knowledge themes have been identified and discussed with the different Consortium Members. These themes continue to be relevant and during the Consortium meeting in November 2022, jointly all members will address how these themes are being operationalised in the implementation of the programme and the opportunities for strengthening in 2023:

- GRIPP
- Women peacemakers at local / state level
- Male engagement to achieve women's rights and gender equality
- Women working together
- UNSC Resolution 1325
- Highlighting and promoting good practices by decision makers and elected officials
- Violence against women in politics

Especially in 2023, the knowledge and learning agenda aims to inform the lobby and advocacy efforts to improve women's rights, and expand the space for women's participation in peacebuilding and decision-making by: encouraging debate on effective ways to enhance women's inclusion in peace processes; sharing positive and negative lessons learned; demonstrating the central importance of women's political participation in the WPS agenda; and showing what works for women's participation in politics and peace. NIMD and GAPS will coordinate the preparation of a second knowledge product (detailed planning of GAPS and NIMD in 6.2. and 6.3.)

All knowledge products and communications are published on the LEAP4Peace website.

#### **Multi-annual learning questions**

In addition, we want to better understand and recognise how power relations work in a Consortium. This is based on the premise that if decisions on programme design and implementation are taken by those with a clear interest and high familiarity with the context of operation, the outcomes of its work are more likely to be locally owned and sustainable. The three learning questions identified as part of the learning agenda remain relevant and will be used to guide the reflections and learning exercises among Consortium Members. NIMD The Hague has prioritised to operationalise the joint learning and efforts will be made to ensure that these questions and its answers are locally-led and owned, in alignment with increasing Southern Leadership and applying feminist principles to how the learning agenda is facilitated. The partner meeting to be organised in Q2 2023, that will include all LEAP4Peace Consortium and broader NIMD's network (in collaboration with Power of Dialogue Programme) will be an excellent opportunity for joint and mutual learning (detailed planning of NIMD in section 6.3.)



## 8. Budget notes

Annex 3 lays out the planned budget per long term objective and country for 2022. As we expect an under expenditure in the first year of implementing our LEAP4Peace programme we included a small over-budgeting of EUR 64.162,- in 2022. This compared to the original 2022 budget (included in the Multi Annual Budget) is an increase of 10%. The funds will be used for activities such as a face to face meeting, a learning trajectory and to increase the visibility of the Consortium. This foreseen under expenditure is mainly caused by two factors. First, in the inception year, we invested time in setting up the project per partner, without being able to meet each other in person due to the COVID-19 restrictions. Second, the situation in Myanmar had an impact on the level of programme implementation in Myanmar. More details and information will be shared in the 2021 report.

### I Direct staff costs

On the direct staff costs a limit change on the budget heading level can be seen compared to the original budget (0,4% increase).

### II Other direct programme costs

For other direct programme costs, this is a bit more (17% increase), which is mainly caused by the proposed use of the underspending from 2021 for a face to face meeting in 2022 and additional travel costs in Colombia. Next to this, an additional investment on country level on PME is done in Colombia (48% increase), which is partly financed from a saving on the investment on equipment (-37%)

### III Overheads / indirect costs

The overheads/indirect costs stay more or less on the same level as indicated in the multi annual budget (increase of 2%).

Budget summary 2022:

		Original Budget	Updated Budget
Direct staff costs	A. Staff costs	€ 181.714	€ 187.336
	B. Local staff costs	€ 210.580	€ 206.646
	C. Consultants and advisers	€ -	€ -
Other direct programme costs	A. Activity costs	€ 315.603	€ 358.484
	B. Costs of consortium partners and local NGOs	€ 115.408	€ 123.340
	C. Activity-related travel costs	€ 10.000	€ 41.799
	D. Project office costs (if applicable)	€ 51.928	€ 46.389
	E. Equipment and investments	€ 4.523	€ 2.864
	F. Monitoring, evaluation and auditing	€ 32.460	€ 47.931
Overheads / indirect costs	A. Costs of support staff	€ 64.992	€ 66.583
	B. Not directly allocable administrative costs	€ -	€ -
	C. Other non-allocable costs	€ -	€ -
		€ 987.208	€ 1.081.370



# Annexes

- Annex 1: Overall risk analysis and plan
  
- Annex 2: Baseline cover report and separate baselines
  - 2.1 Burundi - BLTP
  - 2.2 Colombia – NIMD Colombia
  - 2.3 Myanmar - GEN
  - 2.4 Myanmar - MySoP
  - 2.5 Global – GAPS
  
- Annex 3: Budget

